



George Eliot Hospital
NHS Trust



South Warwickshire University
NHS Foundation Trust

Race Equality Week

Welcome to our Race Equality Week newsletter

This newsletter has been created to support and inform SWFT and GEH staff, keeping you up to date with available resources.

Race Equality Week is an annual UK-wide movement which aims to address the barriers to race equality in the workplace

The theme for this year is **#ListenActChange**



Race Equality Week

5-11 February 2024

Race Equality Week (2024), *What is Race Equality Week?* Available at:

<https://www.raceequalitymatters.com/race-equality-week/> (Accessed: 22 January 2024)

Articles

Agbanobi, A., Viva Asmelash, T. (2023). 'Creating Psychological Safety for Black Women at Your Company'. *Harvard Business Review*. Available at:

<https://hbr.org/2023/05/creating-psychological-safety-for-black-women-at-your-company> (Accessed: 23 January 2024)

CIPD: The people profession (2021), *Anti-racism guide for people managers*. Available at:

<https://www.cipd.org/uk/knowledge/guides/line-manager-role-tackling-racism-in-workplace/> (Accessed: 23 January 2024)

Holmes, J. and Harcombe, C. (2024), 'Bristol project to improve skin tone diversity in medical photos', BBC News, 25 January 2024, Available at:

<https://www.bbc.co.uk/news/uk-england-bristol-68034412> (Accessed: 29 January 2024)

Hussain, N. M., Spiers, J., Kobab, F., Riley, R. (2023) 'The Impact of Race and Gender-Related Discrimination Experienced by Junior Doctors in the UK: A Qualitative Secondary Data Analysis', *Healthcare*, 11(6), 834, doi: [10.3390/healthcare11060834](https://doi.org/10.3390/healthcare11060834) (Accessed: 22 January 2024)

Kelly, N. (2023) 'How to have a meaningful debate about racism? We asked 20,000 people, and this is what we found', *The Guardian*, Available at:

<https://www.theguardian.com/commentisfree/2023/dec/28/meaningful-debate-racism-we-asked-20000-people> (Accessed: 23 January 2024)

Articles (continued)

Mitchell, T. and Williamson, T. (2023) 'Caring for Ourselves, Supporting Anti-Racist Programming in Medicine', *American Journal of Lifestyle Medicine*, 17(6), pp 799-802, doi: [10.1177/15598276221131296](https://doi.org/10.1177/15598276221131296) (Accessed: 22 January 2024)

NHS Confederation (2022) *Combatting racial discrimination against minority ethnic nurses and midwives*. Available at: <https://www.nhsconfed.org/news/combating-racial-discrimination-against-minority-ethnic-nurses-and-midwives> (Accessed: 22 January 2024)

NHS Confederation (2022) *Shattered hopes: black and minority ethnic leaders' experiences of breaking the glass ceiling in the NHS*. Available at: <https://www.nhsconfed.org/system/files/2022-06/Shattered-hopes-BME-leaders-glass-ceiling-NHS.pdf> (Accessed: 22 January 2024)

Stewart, K. (2023) 'My Name is My Identity', *Radiology Management*, 45(2), pp. 22-26, Available at: <https://eds.p.ebscohost.com/eds/detail/detail?vid=0&sid=f9214451-1c3f-46f8-9cde-490d34bc76de%40redis&bdata=JkF1dGhUeXBIPXNzbyZzaXRIPWVkcylsaXZl#AN=164238794&db=cu> (Accessed: 22 January 2024) (Please enter South Warwickshire, and your OpenAthens account when prompted)

The Kings Fund (2024), Support if you have experienced racism or discrimination. Available at: <https://www.kingsfund.org.uk/projects/inequalities-inclusion-nhs-providers/support-racism-discrimination> (Accessed: 23 January 2024)

Please note, an Open Athens account may be needed for some articles . No account? Register here: <https://openathens.nice.org.uk/> (Ask the Library if you have any questions)

Blogs

≡ EQUALITY ≡

Farah, W. (2022), 'It's not enough to be non-racist', *NHS Voices blogs*, 29 November 2022. Available at: <https://www.nhsconfed.org/articles/its-not-enough-be-non-racist> (Accessed: 22 January 2024)

Saddler, J. (2022), 'No shortcuts to tackling racism', *NHS Voices blogs*, 22 November 2022. Available at: <https://www.nhsconfed.org/articles/no-shortcuts-tackling-racism> (Accessed 22 January 2024)

Webster, R and Khan-Shah, F. (2022), 'Addressing shattered hopes', *NHS Voices blogs*. Available at: <https://www.nhsconfed.org/articles/addressing-shattered-hopes> (Accessed: 22 January 2024)



Podcasts

Taylor, M. (2022) *Supporting healthcare organisations to eliminate racism* [Podcast] 21 December 2022. Available at:

<https://www.nhsconfed.org/podcast/supporting-healthcare-organisations-eliminate-racism> (Accessed: 22 January 2024)

Global Citizen Life (2021) *5 Racial Inequality Podcasts You Should Definitely Listen To*.

Available at: <https://www.globalcitizen.org/en/content/racial-inequality-podcasts-new-year-new-habits/> (Accessed: 23 January 2024)

Videos

Race Equality Matters (2023) *All the little things*. Available at:

<https://www.youtube.com/watch?v=WvI3AkdbPw0> (Accessed: 23 January 2024)

TV2 (2017) *All that we share*. Available at: [https://youtu.be/jD8tjhVO1Tc?](https://youtu.be/jD8tjhVO1Tc?si=5VluA2Qx73vSqso6)

[si=5VluA2Qx73vSqso6](https://youtu.be/jD8tjhVO1Tc?si=5VluA2Qx73vSqso6) (Accessed: 23 January 2024)

Gallup (2020) *Why recognition improves employee engagement*. Available at:

https://www.youtube.com/watch?v=oUnSQZKLn_E (Accessed: 23 January 2024)

Micron Technology (2019) *Building a culture of inclusion*. Available at:

<https://www.youtube.com/watch?v=laYrI8RjZ6I> (Accessed: 23 January 2024)

Events

Race Equality Week Opening Event, 5 Feb 2024, 10.00 - 10:45am via Zoom. Available

at: <https://www.raceequalitymatters.com/events/race-equality-week-opening-event-3/>

The Big Collaboration; How Can We Get Everyone To Listen, Act And Change?, 6 Feb 2024, 12:15 - 1:45pm via Zoom. Available at:

<https://www.raceequalitymatters.com/events/race-equality-week-themed-event/>

Lead The Change, 8 Feb 2024, 12:15 - 1:30pm via Zoom. Available at:

<https://www.raceequalitymatters.com/events/10431-2/>

Race Equality Week Closing Event, 9 Feb 2024, 12.30 - 1:15pm, via Zoom. Available at:

<https://www.raceequalitymatters.com/events/race-equality-week-closing-event-3/>





Reading Lists

London School of Economics

<https://www.lse.ac.uk/research/research-for-the-world/race-equity/recommended-reads-on-race-equity-4>

Time Out

<https://time.com/5846732/books-to-read-about-anti-racism/>

Cosmopolitan

<https://www.cosmopolitan.com/uk/reports/a32739526/books-about-racism>

Want to know more? Take a look at some of the books you can borrow from



You can also search the library catalogue and reserve books held by other health libraries across the Midlands to collect from your Trust library.

<https://koha.healthlibrariesmidlands.nhs.uk/cgi-bin/koha/opac-main.pl>

..and there's more available online!

Access NHS England's Diversity ebook collection at

<https://library.hee.nhs.uk/learning-academy/equality%2C-diversity-and-inclusion/diversity-ebook-collection>

Here's a sample of ebooks available

[**Brit\(ish\): On Race, Identity and Belonging**](#)

[**How to be an Anti-Racist**](#)

[**White Fragility: Why it's So Hard for White People to Talk About Racism**](#)



Please note, an Open Athens account may be needed for some ebooks . No account? Register here: <https://openathens.nice.org.uk/> (Ask the Library if you have any questions)

Support

NHS Race & Health Observatory – works to identify and tackle ethnic inequalities in health and care by facilitating research, making health policy recommendations and enabling change.

Black Ballad – UK based platform that seeks to tell the human experience through eyes of black British women.

Melanin Medics – This non-profit is focused on supporting African and Caribbean aspiring medics, medical students and doctors in the UK. It aims to implement positive solutions to help overcome under-representation and economic barriers in medicine.

The Runnymede Trust – The UK's leading independent race equality thinktank.

Trust Support

SWFT Diverse Inclusion Network (D.I.N) <https://extranet.swft.nhs.uk/staff-information/equality-and-diversity/Diverse-Inclusion-Network>

GEH EmbRace Network <https://extranet.geh.nhs.uk/staff-information/equality-and-diversity/embrace-network>

GEH Equality and Diversity <https://extranet.geh.nhs.uk/staff-information/equality-and-diversity>

For more information about support within the Trusts, email: edi@swft.nhs.uk

This newsletter has been produced by Librarians from GEH and SWFT Libraries.

Many thanks to colleagues who have shared links to useful resources.

For more information about accessing quality information resources, or if you are interested in a resources newsletter for your awareness event, please get in touch with

Lisa.Mason@geh.nhs.uk, Rayanne.Byatt@swft.nhs.uk or Caroline.Stephen@swft.nhs.uk

